

The Bread Factory Gender Pay reporting

On 5th April 2020 The Bread Factory (TBF) employed 327 Men and 147 Women, a total of 474 employees. We also had 479 employees who were furloughed at this time.

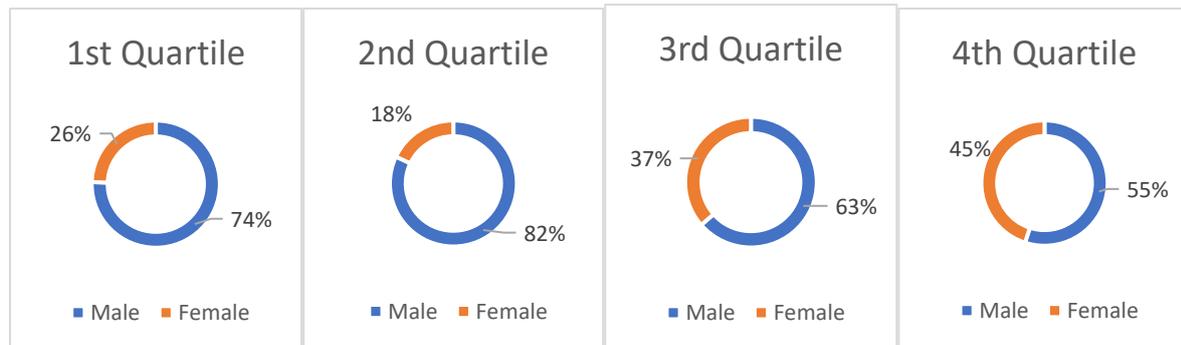
We place significant emphasis on the value of our people in the success of our business and we recognise that diversity within our workforce contributes to that success.

This report summarises our Gender Pay Gap i.e. the difference in the average earnings between men and women across all roles. Where we have men and women doing the same jobs, their rates of pay are the same.

At TBF our mean gender pay gap is 14%. This is lower than the current national mean pay gap (15.5%) and lower than that for the manufacturing sector (16.3%).

Our median gender pay gap is 8% which is also lower than the national median gap of 8.9%.

The proportion of men/women in each quartile pay band is as follows:



Our gender bonus data is as follows:

Mean bonus gap	40%
Median bonus gap	0%

The proportion of men/women who receive a bonus:



15%



12%

We have a significant number of our highest paid roles carried out by a high proportion of men as they are on our night shift or involve heavy lifting. This contributes towards the median hourly pay gap.

Over 50% of our employees were furloughed as of 5th April 2020 and this therefore has generated a skewed picture of our normal reality, as we had stripped back our operations to core functions such as baking and driving which tend to be male dominated professions. We are working hard to improve gender diversity in the business and have appointed several women in senior positions over

the past 2 years as well as recruiting women in our new Bakery Apprenticeship. We have also delivered Diversity, Equality, and Inclusion workshops to our Management Team as part of a Leadership Programme.

As a business we aim to employ the best person for the job and we look at flexible working options to support a diverse workforce including hybrid working where applicable as well as introducing different contract types such as term time only and part time hours.

TBF is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. The information above is based on the requirement date of 5th April 2020.